

<b>Report to:</b>	<b>APPEALS COMMITTEE</b>
<b>Relevant Officer:</b>	Neil Jack, Chief Executive
<b>Date of Meeting:</b>	25 November 2022

## DISMISSAL REVIEW

### 1.0 Purpose of the report:

1.1 To consider and determine a request for a review of the decision of the Council to dismiss an employee.

### 2.0 Recommendation(s):

2.1 The Committee will be asked to determine the request for a review.

### 3.0 Reasons for recommendation(s):

3.1 Once an application for a review has been received the application and any relevant representations must be considered by the Appeals Committee.

3.2 Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.2 Is the recommendation in accordance with the Council's approved budget? Yes

### 4.0 Other alternative options to be considered:

4.1 There are no alternative options as the review must be considered by the Appeals Committee.

### 5.0 Council Priority:

5.1 The relevant Council Priorities are "The economy: Maximising growth and opportunity across Blackpool" and "Communities: Creating stronger communities and increasing resilience".

### 6.0 Background Information

6.1 A request for a review has been received from an employee in respect of dismissal.

6.2 Details of the employee's appeal case and the Management's statement of case and are attached as Appendices 3(a) to 3(j) (Appellant's case) and Appendices 3(k) to 3(t)

(Management's case).

6.3 The employee has been invited to attend the meeting and an officer of the Council will be in attendance to present the case on behalf of the Management.

6.4 Does the information submitted include any exempt information? Yes

**6.5 List of Appendices:**

- Appellant's Case Appendices 3(a) to 3(j) - (Not for Publication).
- Management's Case Appendices 3(k) to 3(t) - (Not for Publication)

**7.0 Financial Considerations:**

7.1 None.

**8.0 Legal considerations:**

8.1 The Head of Corporate Legal will be represented at the meeting to advise the Committee on policy and procedure only and will not have been involved with any of the decisions previously taken.

8.2 The Chief Executive will be represented at the meeting to advise the Committee on policy and procedure only and will not have been involved with any of the decisions previously taken.

**9.0 Risk management considerations:**

9.1 None.

**10.0 Equalities considerations:**

10.1 None.

**11.0 Sustainability, climate change and environmental considerations:**

11.1 None.

**12.0 Internal/ External Consultation undertaken:**

12.1 None.

**13.0 Background papers:**

13.1 Exempt.